



TIME FOR A LIVING WAGE IN PAKISTAN

BACKGROUND

Pakistan is currently facing the highest inflation rate in nearly 50 years. In May 2023, the inflation was recorded at 38%.¹ This was the highest in South Asia. Food inflation has reached 48%, the highest since 2016.² The Government has devalued the currency (more than 50% in a year) and removed subsidies to pave the way for the latest tranche of the IMF bailout package. The present situation has led to the country's cost of living crisis. Foreign exchange reserves are at dangerously low levels. On 2nd June, 2023, net foreign exchange reserves with SBP were USD 3.91 bn.³ At the current levels, they can barely cover four weeks of imports.⁴

Rising prices are not a phenomenon particular to Pakistan only. Given the Ukraine war, there is a steep rise in food and energy prices worldwide. The Global Risks Report 2023 by the World Economic Forum ranks the cost-of-living crisis as the most severe global risk over the next two years. As argued in the report, Governments face a dangerous balancing act between protecting a broad swathe of their citizens from an elongated cost-of-living crisis without embedding inflation – and meeting debt servicing costs as revenues come under pressure from an economic downturn, an increasingly urgent transition to new energy systems, and a less stable geopolitical environment.⁵

As discussed at the start, inflation is at its highest levels in decades, and the growth is sagging (0.29% in the current fiscal year).⁶ The State Bank of Pakistan has been adjusting interest rates sharply to address a weak currency. It raised its key interest rate (policy rate) to a record 22%, the highest since 1996⁷, to curb crippling food inflation and maintain the confidence of foreign creditors. Food and fuel prices are causing real pain to ordinary people.

As per the latest available household survey (HIES 2018-19), Pakistanis spend 36% of their income on food.⁸ An increase in food inflation disproportionately affects household budgets, particularly of the most vulnerable segments, who then have to resort to cutting down on caloric consumption. Nearly a sixth of the total population (15.92%) is already moderately or severely food insecure, according to the PSLM 2018-19.⁹ In a country where 38% of children are stunted¹⁰ and 18% face acute rates of malnutrition, the high inflation rates aggravate the problem.¹¹ Inflation not only erodes the purchasing power of people in the country but also pushes more and more households below the poverty line.

According to the World Bank, poverty is expected to reach 37.2% (\$3.65 /day 2017ppp) in 2023. Accounting for population growth, there are almost 3 million more poor people in the country than in 2018. The report refers to a difficult macroeconomic environment,¹² a deteriorating labour market, lower remittances,¹³ quickly rising prices and the impact of recent natural disasters that have led to declining household incomes. Given the above, the working poor or in-work poverty rate can easily be assumed to be above 30% in Pakistan in 2023.¹⁴

As of 2023, Pakistan is the sixth most populous country globally, with two-thirds of the population below 30 (155 million), making it among the world's youngest nations. While this 'youth bulge' drives the 240 million people in Pakistan, there is a lack of gainful employment opportunities for young workers. The country is not reaping the benefits of the demographic dividend.

Pakistan's labour force of 81 million is one of the ten largest in the world.¹⁵ The labour force participation rate for men (80.7%) is more than three times that of women (24.6%). Nearly 84% of this workforce is engaged in informal employment without access to any labour law protections. The work by the Centre for Labour Research on labour force survey data shows that 12 million workers joined the labour market in 8 years (2013-2021).¹⁶ While 11.25 million jobs were created for workers during these years, only 29% of jobs (3.25 million) were based in the formal sector. Most employment is created in the informal economy, which is mired with decent work deficits (due to low or no labour law protections), working poverty and excessive inequality. The labour force participation is low (52.6%), and a large part of the working-age population (47.4%) stays out of the labour force. Nearly 37% (21.8 million) of youth (15-29 years) are not in education, employment or training.¹⁷ If the 22.8 million out-of-school children¹⁸ are also added to it, this is equivalent to one-sixth (44.6 million) of the total population (240 million).

This translates into a large chunk of idle youth that is not part of any productive activity. This situation reflects the lack of educational facilities (literacy rate still under 60% and 22.8 million out-of-school children aged 5-16) and the scarcity of entry jobs (evidenced by a low employment-to-population ratio) leading to a significant 'discouraged worker' effect. Recent data shows that the unemployment rate for educated youth with degrees is around 30%.¹⁹

WHAT IS A LIVING WAGE?

Keeping all this in context (high inflation, catastrophic flooding, rising cost of living, wide wage inequalities and widespread working poverty), it is time to start talking about a living wage.

While there is no generally agreed definition of a living wage, there is a broad consensus that it is a wage that allows the worker and their family to afford a "basic, but decent, lifestyle that is considered acceptable by society at its current level of economic development. Workers and their families should be able to live above the poverty level, and be able to participate in social and cultural life".²⁰ The living wage is a moving target and is different for different times and locations.

The Global Living Wage Coalition defines living wages as "the remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events".²¹

As argued in the Global Deal 2022 Flagship Report, "A universally and formally accepted definition of a living wage does not currently exist. However, there is much similarity between the approaches used to describe the different elements of a living wage. According to almost all definitions, a living wage should: 1) secure a decent standard of living for the worker and their family that allows access to basic necessities, such as food, clothing, water, housing, education and healthcare; 2) include a safety margin so that unexpected events can be handled; and 3) be received as a remuneration in exchange for a standard workweek in a particular place".

Living wage is a human right. As per Article 23 of the Universal Declaration for Human Rights 1948, “Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.”²² Article 7 of the International Covenant on Economic, Social and Cultural Rights 1966, “The States Parties to the present Covenant recognise the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular ... remuneration which provides all workers, as a minimum, with ... a decent living for themselves and their families.”²³

The Preamble to the 1919 ILO Constitution considers that “universal and lasting peace can be established only if it is based upon social justice” and therefore calls for an urgent improvement in conditions of labour, including “the provision of an adequate living wage.”²⁴ Later on, the Declaration of Philadelphia 1944, incorporated into the ILO Constitution, referred to the importance of “a minimum living wage to all employed and in need of such protection.”²⁵ This has been reiterated in the 2008 ILO Declaration on Social Justice for a Fair Globalization²⁶ and in the 2019 ILO Centenary Declaration for the Future of Work.²⁷

LIVING WAGE AND SDGs

Like freedom of association, a living wage is considered an enabling right as it generates important positive spill-over effects on other human rights and several of the 17 SDGs to be achieved by 2030, particularly SDG 1 on ending poverty in all its forms, SDG 5 on gender equality, SDG 8 on decent work and economic growth, and SDG 10 on reducing inequalities. While living wages directly enable the achievement of above four SDGs, these indirectly act as an accelerator for many more, including SDG 2 (Zero Hunger), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities), and SDG 17 (Partnership for the Goals). The image on the right shows how living wages can contribute to compliance with various provisions of the Constitution of Pakistan and the attainment of 10 of the 17 SDGs. The payment of living wages can offer a route out of working poverty and can be a partial solution to the broader challenge of inequality.

INITIATIVES ON LIVING WAGES

There are many initiatives that seek to promote living wages through various mechanisms, including statutory minimum wages, collective bargaining, or voluntary mechanisms. The Global Living Wage Coalition (GLWC) encourages multi-stakeholder efforts to achieve living wages in global supply chains;²⁸ the Sustainable Trade Initiative (IDH) promotes living wages by bringing together governments and civil society²⁹ and the U.N. Global Compact, through its Think Lab on Living Wages provides space for an exchange of ideas between some of the growing number of multinational enterprises that have announced their intentions to ensure that living wages are paid across their supply chains.³⁰ Some of the living wage initiatives target countries in a specific world region (Asia Floor Wage Alliance³¹ for Asia and Clean Clothes Campaign for Eastern and South Eastern Europe³²), while others rely on an approach that is applicable to both developed and developing contexts (WageIndicator Foundation³³ and the Fair Wage Network³⁴).

Of all these, the WageIndicator maintains the largest global Living Wage database, covering over 2,000 regions across 161 countries. Instead of annual updates, the WageIndicator living wage datasets are revised quarterly. It collects the cost-of-living data for the following nine categories: Food, Housing and Utilities (water, electricity, heating, garbage collection, routine maintenance, cooking fuel), Transport, Drinking water, Phone, Clothing, Healthcare, Education, and 5 per cent provision for unexpected events.³⁵

HOW DO LIVING WAGES CONTRIBUTE TOWARDS COMPLIANCE WITH THE CONSTITUTION OF PAKISTAN AND ATTAINMENT OF SDGs?



*Adapted and localized from Shift, 2021

<https://shiftproject.org/resource/the-human-rights-opportunity-in-collaboration-with-wbcsd/living-wages/>
*Articles in rectangular boxes refer to the articles of the Constitution of Pakistan, 1973

ISLAM AND LIVING WAGES³⁶

However, the concept of an adequate living wage is not new. Different traditions from the Prophet (ﷺ) deal specifically with the issue. The Prophet (ﷺ) said that “an employee (male/female) is entitled to at least moderately good food and clothing and not being burdened except what he/she can bear”³⁷ and “make them (workers) satisfied regarding their basic needs”³⁸. Various Quranic verses refer to basic needs such as food, clothing, and housing. It is narrated that the Prophet (ﷺ) emphasised that “the son of Adam (عَلَيْهِ السَّلَام) has no rights except for four things i.e., a house in which to live; clothes by which to cover his private parts; a piece of bread and water (food)”³⁹. In a way, this Hadith identifies four basic needs: food, water, housing and clothing. Instead of poverty wages, businesses can ensure that workers’ basic needs are met through wages. The basic needs can be different at different times and locations. As indicated in the above definition of living wages, basic needs include healthcare, transportation and education, besides housing, food and clothing. Umar (رضي الله عنه), the second Caliph, considered means of conveyance/transportation as a basic need. The Prophet (ﷺ) distributed spoils between the companions, based on their family status, giving a double share to a married person.⁴⁰ It is related that Umar (رضي الله عنه) used to determine wages according to the conditions prevalent in the city and the employees’ personal needs.

Fulfilling the basic needs of workers should be one of the preferred forms of Sadaqa. “The Prophet (ﷺ) commanded to give sadaqa. A man said: Messenger of Allah, I have a dinar. He said: Spend it on yourself. He again said: I have another. He said: Spend it on your children. He again said: I have another. He said: Spend it on your spouse. He again said: I have another. He said: Spend it on your servants (hired workers). He finally said: I have another. He replied: “You know best (what to do with it)”⁴¹.

LIVING WAGE GAP

The current economic situation in the country is causing a social crisis. There is a wide chasm between the minimum wage notified by the provincial governments (PKR 25,000 per month) and the living wage (PKR 51,706 per month).⁴² There is a living wage gap of PKR 26,706. Even when the revised minimum wage of PKR 32,000, announced during federal and provincial budgets, is considered, there is a wage gap of PKR 19,706 which translates into an average percentage gap of 38%.

According to the Labour Force Survey (2021-21), 48% of the 28 million wage and salaried employees in the country received less than the applicable minimum wage of PKR 17,500 per month.⁴³ The question is whether you can live on a minimum wage. The answer is an emphatic “No”.

While Pakistan has a statutory minimum wage system in place for decades where minimum wage boards determine skill and sector-based minimum wage rates, data indicates that wages are first set at an “inadequate level”, reflected in a large living wage gap and workers are not even paid these inadequate wages. WageIndicator data from July 2023 indicates that “only in 12 countries (out of 161 countries) do the lowest applicable Minimum Wages equal or exceed the cost of living”⁴⁴. While ideally, minimum wage would rise to the level of the living wage, the action must be taken immediately by businesses through voluntary payment of living wages. As shown above, businesses must go beyond the existing wage legislation as minimum wages no longer allow for a decent living. By going beyond mere legal compliance, businesses can ensure that all their employees have the income to support their needs and those of their dependants, raising standards of health and well-being.

WHY PAY A LIVING WAGE?

As enunciated in the Preamble to the ILO Constitution, “poverty anywhere constitutes a danger to prosperity everywhere”; pervasive working poverty and inequality can harm the prosperity of an economy and a society. Businesses have an opportunity to change the way their business models operate to benefit wider society, breaking the cycle of poverty while driving business growth. While the old business models considered low wages as a profitability driver, the new model sees well-paid workers as an integral part of a profitable, sustainable and resilient business. Paying a living wage provides a decent standard of living for workers and their families. It has been shown to reduce worker turnover and improve motivation and morale, creating a virtuous economic growth cycle. Other than a moral imperative, there are tangible benefits of paying living wages, including but not limited to greater productivity, lower turnover, stronger worker commitment, and a better quality of life that contributes to stronger communities.

BENEFITS OF PAYING LIVING WAGES IN CORE OPERATIONS

CORE OPERATIONS	BENEFITS OF PAYING LIVING WAGES	RISKS OF NOT PAYING LIVING WAGES
WORKER RETENTION	Attract and keep skilled workers and invest in a skilled workforce, contributing to institutional memory, and know-how, and keeping recruitment and training costs low.	Lose skilled workers who take up better-paid jobs due to a lack of recognition and lack of employer-employee trust. This leads to increased costs of recruitment and training.
PRODUCTIVITY	Workers are better motivated, rested, and healthier, so they are likely to have better concentration, make fewer mistakes and be more productive during working hours.	Worker stress and exhaustion leads to lower productivity / quality work, brought on sometimes due to working several jobs or too much overtime to make ends meet.
EMPLOYEE SATISFACTION	A more positive working environment. Employees are satisfied and motivated to work, promoting innovation and business development.	Employees’ satisfaction and motivation is reduced, leading to a negative working environment and hostile employer-employee relationships.

BENEFITS OF PAYING LIVING WAGES IN VALUE CHAIN

VALUE CHAIN	VALUE CHAIN BENEFITS OF LIVING WAGES	VALUE CHAIN RISKS OF NOT PAYING LIVING WAGES
RESILIENCE	Value chains are more predictable and resilient.	Value chains become less reliable and more vulnerable to disruption because of social and industrial unrest.
PERFORMANCE	Improved supplier performance.	Poor worker health, morale and productivity impacts the performance of suppliers.
TRANSPARENCY, IMPACT AND COST	Strengthened supply chain transparency increased social impact and reduced costs of managing labour issues.	Limited understanding of social impact in supply chains and subsequent increase in costs of managing related labour issues.

Paying living wages to workers can help reduce poverty for individuals and families and is a direct way to increase earnings for lower-income workers. Assuming that a worker does not suffer a loss of employment, working hours, or other wage supplements due to the switch to the living wage, this move should close the gap between worker earnings and the poverty threshold. The current poverty rates in the country are around 40%. The ratio of the average income of the poorest 10% of the population to the richest 10% is 6.5. In other words, the average income for the richest is more than 16 times the average for the poorest (essentially, it means that when the poorest 10% earn 6.5 rupees, the richest 10% are making 100 rupees). The ratio is 7.5% for Bangladesh, 8.6% for India and 11.1% for Sri Lanka. The Gini coefficient — a measure frequently used to indicate the extent of inequality — is 29.6 for Pakistan (0 being the best, 100 being the worst).⁴⁵ Rising food and energy costs, a large informal economy and a worsening economic situation only exacerbate the problem.

By paying workers living wage, the additional income will increase aggregate demand in the economy. The lower-income households have a higher marginal propensity to spend additional income. Therefore, paying a living wage could have a stimulative effect on the economy. Other than these, there are many good reasons why businesses should pay workers a living wage, both within the core operations and supply chains.⁴⁶

In 2022, the European Council adopted the Directive on Adequate Minimum Wages.⁴⁷ The Directive promotes adequate statutory minimum wages in Europe and helps to achieve improved working and living conditions for employees in Europe. The German, Dutch and Belgian Governments signed a joint declaration in January 2021 to promote living incomes and wages.⁴⁸

Unilever, for example, has committed to living wages for every worker in their supply chain.⁴⁹ Unilever Pakistan has pledged to pay all 17,000 workers (1,000 of which are core employees, remaining 16,000 are engaged through third-party contracts) a living wage by 2025.⁵⁰ The World Benchmarking Alliance (WBA), in its 2022 Social Transformation Baseline Assessment of 1,000 companies, highlighted that only 4% of companies disclose they have achieved paying their own workers a living wage or have targets to pay them.⁵¹ The lack of decent work (seen through the lens of a lack of living wage or income) harms sustainable development and is a global issue, not just 'out of sight' in the supply chain. To help address the systemic risk of social inequality and working poverty, companies must pay their workers a living wage and should work to ensure that living wages are paid throughout their value chains.

ROADMAP FOR PAYING LIVING WAGES⁵²

It is recommended to follow a roadmap to guide a business through its living wage journey.

The following five-step approach can be considered by the companies.

1. IDENTIFY THE LIVING WAGE

The first step is identifying the living wage levels in the regions where a business is working or sourcing from. The benchmarks are available for all regions of Pakistan from WageIndicator⁵³ and Fair Wage Network.⁵⁴ The current overall living wage in the country is PKR 51,700.⁵⁵ A similar rate is referred to in the event arranged by Unilever Pakistan.⁵⁶ The record of proceedings of the International Labour Conference 2022 at the ILO indicates that the ILO should contribute "to a better understanding of living wages by undertaking peer-reviewed research on concepts and on estimations in that respect, and by providing assistance to Member States, upon request". Any of the ILO's tripartite constituents in Pakistan, employers, workers or federal or provincial governments, can request the ILO for such estimation as well.⁵⁷

2. MEASURE THE WAGE GAP

The next step is comparing current wages with the above benchmark to understand the size of the wage gap. Comparison with the current levels of minimum wage shows that there is a wage gap of at least PKR 26,700 rupees. If we consider the newly announced minimum wage of PKR 32,000, the living wage gap is PKR 19,700.

The wage gaps can also be calculated by the businesses by comparing the actual wages with the living wage for a particular city and province they are working in.

3. VERIFY THE CALCULATION OF LIVING WAGE GAPS

Verifying the data and information gathered is critical for building trust among management, employees and other stakeholders. With a clear understanding of the wage gap, businesses can start exploring ways to close these gaps.

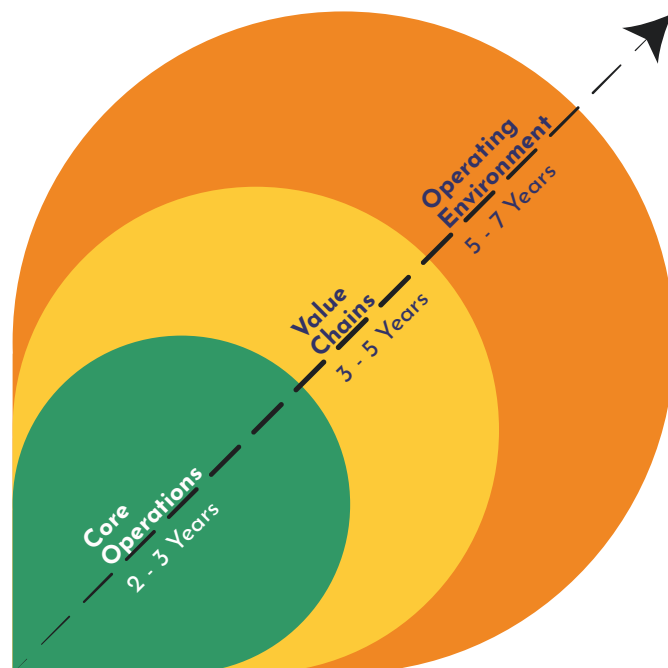
4. CLOSE LIVING WAGE GAPS

There are four main areas to consider in closing wage gaps: facility performance, employment practices, procurement practices, and the wider enabling environment (level of social safety net, access to additional support, social dialogue). Understanding how these areas contribute to wages and identifying where there are deficiencies can point businesses in the right direction.⁵⁸ Businesses can develop an implementation plan with clear objectives while consulting and collaborating with internal stakeholders (including buyers, legal, accounts, quality control) and external stakeholders, including workers' representative organisations. The first step should be covering the "core operations", followed by "value chains" and the "operating environment". The workers in the core operations can be covered in living wages within two to three years while ensuring full compliance to the revised minimum wage per region of the country. The workers in value chains can be planned to be paid living wages in 3-5 years. On the other hand, the workers in the overall operating environment can be covered through collaboration between businesses and corporates in the next 5-7 years.

5. FOSTER COLLABORATIONS AND SHARE LEARNINGS

There have been more companies working towards paying a living wage. Sharing and learning from their experiences – or sharing your own – creates a virtuous cycle that improves livelihoods and creates resilient businesses. Moreover, as suggested above, collaboration would be needed to ensure living wages are paid to the workers in the larger operating environment. Such collaborations would align with SDG 17 (Partnerships for Goals).

The Centre for Labour Research will continue to track this subject during the coming months and provide an annual update to corporate leaders in the country.



- ¹ https://www.sbp.org.pk/publications/Inflation_Monitor/2023/Apr/IM_Apr_2023.pdf
- ² <https://www.reuters.com/markets/asia/pakistan-inflation-hits-record-364-april-highest-region-2023-05-02/>
- ³ <https://www.sbp.org.pk/ecodata/forex.pdf>
- ⁴ At the end of June 2023, the IMF and Pakistan reached a staff level agreement on a US\$3 billion Stand-By Arrangement. <https://www.imf.org/en/News/Articles/2023/06/30/pr23251-imf-reaches-staff-level-agreement-with-pakistan-on-a-us-3-billion-stand-by-arrangement>
- ⁵ <https://www.weforum.org/reports/global-risks-report-2023/>
- ⁶ <https://www.worldbank.org/en/news/press-release/2023/04/03/sustained-reform-commitment-is-needed-to-overcome-pakistan-s-economic-crisis#:~:text=ISLAMABAD%2C%20April%204%2C%202023%E2%80%94,fiscal%20year%20ending%20June%202023>
- ⁷ https://finance.gov.pk/survey/chapters_23/Highlights.pdf
- ⁸ <https://www.dawn.com/news/1739957>
- ⁹ <https://www.reuters.com/markets/rates-bonds/pakistan-cenbank-raises-key-policy-rate-22-statement-2023-06-26/>
- ¹⁰ https://www.pbs.gov.pk/sites/default/files/pslm/publications/hies2018-19/hies_2018-19_writeup.pdf
- ¹¹ https://www.pbs.gov.pk/sites/default/files/pslm/publications/pslm2018-19/pslm_report_2018-19_national_provincial.pdf
- ¹² <https://data.worldbank.org/indicator/SH.STA.STNT.ZS?locations=PK>
- ¹³ <https://www.unicef.org/media/88241/file/2021-HAC-Pakistan.pdf>
- ¹⁴ Large-scale manufacturing (LSM)'s growth has shrunk by almost 25 percent in March 2023 over the corresponding period of the previous year, indicating that economic activities have slowed in the country amid higher cost of production and uncertain political and economic situation. <https://www.nation.com.pk/16-May-2023/large-scale-manufacturing-growth-shrinks-by-almost-25pc-in-march>
- ¹⁵ <https://www.sbp.org.pk/ecodata/homeremit.pdf>
- ¹⁶ <https://pip.worldbank.org/country-profiles/PAK>
- ¹⁷ <https://ilostat.ilo.org/data>
- ¹⁸ The latest labour force survey data available is from June 2021, though the Survey was launched in 2022.
- ¹⁹ <https://gallup.com.pk/post/34213#:~:text=Analysis%20of%20data%20from%20the,a%20NEET%20rate%20of%2037%25>
- ²⁰ <https://www.unicef.org/pakistan/education>
- ²¹ <https://www.brecorder.com/news/40152553>
- ²² <https://ideas.repec.org/p/ilo/ilowps/994663133402676.html>
- ²³ <https://www.globallivingwage.org/about/what-is-a-living-wage/>
- ²⁴ <https://www.ohchr.org/en/human-rights/universal-declaration/translations/english>
- ²⁵ <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights>
- ²⁶ https://www.ilo.org/dyn/normlex/en/?p=1000:62:0::NO:62:P62_LIST_ENTRIE_ID:2453907:NO
- ²⁷ https://www.ilo.org/dyn/normlex/en/?p=1000:62:0::NO:62:P62_LIST_ENTRIE_ID:2453907:NO#declaration
- ²⁸ https://www.ilo.org/global/about-the-ilo/mission-and-objectives/WCMS_099766/lang--en/index.htm
- ²⁹ <https://www.ilo.org/global/about-the-ilo/mission-and-objectives/centenary-declaration/lang--en/index.htm>
- ³⁰ <https://globallivingwage.org/>
- ³¹ <https://www.idhsustainabletrade.com/living-wage-platform/>
- ³² <https://unglobalcompact.org/what-is-gc/our-work/livingwages>
- ³³ <https://asia.floorwage.org/>
- ³⁴ <https://cleanclothes.org/>
- ³⁵ <https://wageindicator.org/>
- ³⁶ <https://fair-wage.com/>
- ³⁷ <https://wageindicator.org/salary/living-wage/faq-living-wage>
- ³⁸ More details can be found on <https://islamiclabourcode.org>
- ³⁹ (Mishkat al-Masabih: 3344)
- ⁴⁰ Majma Uz Zawaid
- ⁴¹ (Riyad as-Salihin: 481)
- ⁴² (Sunan Abi Dawud: 2953)
- ⁴³ (Sunan Abi Dawud: 1691)
- ⁴⁴ The rate is an average of the highest and lowest living wages calculated for Pakistan by four Living Wage benchmark providers. <https://www.theindustrywewant.com/wages>
- ⁴⁵ <https://www.pbs.gov.pk/labour-force-publications>
- ⁴⁶ <https://wageindicator.org/salary/living-wage>
- ⁴⁷ <https://tribune.com.pk/story/2408328/income-inequality-and-poverty-in-pakistan>
- ⁴⁸ Adapted from 2022 Shift report on The Case for Living Wages <https://shiftproject.org/resource/case-for-living-wages/>
- ⁴⁹ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020PC0682>
- ⁵⁰ <https://www.nachhaltige-agrarlieferketten.org/en/news/mueller-and-kaag-speak-out-in-favor-of-living-incomes-and-wages>
- ⁵¹ <https://www.weforum.org/agenda/2021/01/this-is-why-were-ensuring-every-worker-in-our-supply-chain-earns-a-living-wage/>
- ⁵² Statement made by Amir Paracha, CEO of Unilever Pakistan in a podcast: https://www.youtube.com/watch?v=bTM4wmMJ8ks&t=1350s&ab_channel=TBTPodcast
- ⁵³ <https://www.worldbenchmarkingalliance.org/news/press-release-social-baseline-2022/>
- ⁵⁴ This road map is based on IDH work. This brief localizes and contextualises it for use in Pakistan.
- ⁵⁵ <https://wageindicator.org/salary/living-wage/list-of-country-region-living-wages-data-availability>
- ⁵⁶ <https://fair-wage.com/living-wage-database/>
- ⁵⁷ The rate is an average of the highest and lowest living wages calculated for Pakistan by four Living Wage benchmark providers. <https://www.theindustrywewant.com/wages>
- ⁵⁸ <https://asia.floorwage.org/living-wage/calculating-a-living-wage/>
- ⁵⁹ https://www.youtube.com/watch?v=AgfTqJcJGA8&ab_channel=VCastOnline
- ⁶⁰ https://www.youtube.com/watch?v=bTM4wmMJ8ks&t=1161s&ab_channel=TBTPodcast
- ⁶¹ https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/meetingdocument/wcms_848109.pdf
- ⁶² IDH has developed a Living Wage Action Guide to support companies in closing the living wage gaps. It can be accessed here: <https://livingwageguide.idhtrade.org/>

